

Exhibit

1

International Union of Operating Engineers

LOCALS 542, 542-FA, 542-C, 542-D

ROBERT HEENAN
Business Manager

CHARLES PRIBODPO, Asst. Bus. Mgr.
JAMES KELLEY, President
MIKE MAZZA, Vice President

AFFILIATED WITH THE
AND BUILDING



AMERICAN FEDERATION OF LABOR
TRUCKS DEPARTMENT

THOMAS P. DANHEIM, Recording Secretary
JAMES T. JONES, Treasurer
PAUL HEADLEY, Finance Secretary

1375 VIRGINIA DRIVE - SUITE 100, FORT WASHINGTON, PA 19034

(215) 542-7500
Fax: (215) 542-7557

October 8th 2008

Via Facsimile and Mail

Karl A. Fritton, Esquire
Reed Smith LLP
2500 One Liberty Place
1650 Market Street
Philadelphia, PA 19103

Re: Hanson Aggregates, BMC
- 353 NLRB No. 28 (2008)

Dear Mr. Karl:

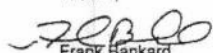
In accordance with the Decision and Order issued by the National Labor Relations Board in the above matter on September 30, 2008, International Union of Operating Engineers, Local 542, demands that Hanson Aggregates BMC ("Employer") provide the information required to be provided to Local 542 under paragraph 2(f) of the Board's Order. In addition, Local 542 demands that the Employer promptly make the requests to HighMark Blue Cross and Aetna referenced at paragraphs 2(g) and 2(h) of the NLRB's Order in this matter.

Local 542 further demands that the Employer rescind the changes to terms and conditions of employment unilaterally implemented by the Employer on October 24, 2005 and continuing, as referenced at paragraph 2(b) of the Board's Order and comply with 2(c) by reinstating and providing a list of all employees reference to this paragraph and provide all specifics as per 2(d). The Union request to bargain any and all employee(s) which the Employer deems not eligible and have been discharged under 2(c).

As stated per my letter of October 1st 2008 to Jeff Carrey, the Union expects the Order to be complied with too its entirety and the above information provided within 10 days of this letter. I will note, a date of November 12th was offered to commence bargaining which no reply has been given to date.

If you have any questions please feel free to call me at 267-784-7744.

Thanks,


Frank Bankard
Local 542

Cc: Jeff Carrey

Exhibit

2

December 24th 2008

Meeting called to discuss Health Care by Carrey

For the Union: Bankard & Walsh at 10

For the Company: Carrey, Dave Hill,

[REDACTED]

- Bankard said here is the unions proposals on Health Care, we want you to conform to the Board order as direct to make whole any increases restore rates to 2005 conditions and move forward we be happy to entertain any Plan and if you want to keep them in the Aetna Plan they are in now and make a proposal we be happy to entertain and bargain over that but that plan has information outstanding as well and we want any overcharges reimbursed as per my lets of Oct.
- Carrey said so you wont discuss this. Bankard said I just did, and as you would say you have our postion.

[REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- Our position is to conform to September board order then to its entirety. Carrey said then you want wages as in 2005 Bankard said you have our position on this in October. Lets get things back to those conditions and move on. Carrey said I understand your position and the Compliance issue. Caucus to wait on the Board answer as directed by Carrey

July 9, 2010

Union: Bankard
Company: Carrey, Dave, Kendrick

Housekeeping: 11:27am

[REDACTED]

[REDACTED]

[REDACTED]

9:19 AM

[REDACTED]

[REDACTED]

11:07am

11:18

[REDACTED]

- [REDACTED]
- Back in April about Gary Hale and Grades for job pay instead of your unlawful category. You said you would get me that info. What is it? Carrey said you were going to look into it. I said no I said I don't have all that info with me you made a statement there was not a defined rate of pay. So we left it with you were going to get me the rate. Carrey said you lost that at the Board. I said no its held on the compliance issue. Carrey said when do you want the rates returned to 2005 base. I said how about this afternoon. Carrey said we will have to look into it. I said im here. Carrey got up and I said what about your calendar. Carrey said when I come back. 2:03
 - Carrey came back at 2:14 and said that he wants this to be clear. Are you making a request in regards to Complainece or the Board. I said both. Let me be clear, this is not a wage proposal for 2010 it's a provision of the Board Order which the Union is entitled to. Once this is set along with all skill points allocated we will have rates of pay to then start bargaining intelligently. I wan to be clear this is not a wage proposal for 2010 or a contract provision that needs to be discussed but a demand total in regards to the Board Order. Is that clear. Carrey said I understand your request. I said its not a request it's a demand we are entitled to. Is this clear. Carrey said I understand your position.
- [REDACTED]

September 30th 2010

Company: Carrey, Hilbrand, Kendrick
Union: Bankard

Housekeeping:

[REDACTED]

3. Schedules have they been restored? 2:17 Carrey said they only did that periodically and will not do that again. I need everytime and everybody that it effected when it was done. I will want weekly schedules provided to me weekly schedules provide to me starting this week. Or I am willing to come up and check the schedule physically each week, which ever is easier.
 - f. After the 2oclock. Promotions have the been rescinded Carrey said no. Pay increases, have they been recinded , Carrey No. You spoke about the Pension last time and said you would have it restored by this meeting. Carrey said not sure of the statu., Reinstatement of discharge employees have offered work and payment? Carrey said that the letters are about completed on this matter. I said I request a copy before they go out. Carrey said he would give me a copy I said before they go out. I said I want full payment before they go

back to work. Any one suspended under your unlawful policy have they been repaid.
Carrey said not yet.

January 11th 2011

Union: Bankard, Quarles

Company: Carrey, Kendrick, Hibrand

- Spoke on where we left off last meeting and that we were both to work on topics of Union Security language and Management Rights and wages going forward and to resolve this contract today.

[REDACTED]

- Carrey said whatesle u have. Quarles said Jeff you really are untrustworthy this just bull on the Unionn security. Carrey said is that all you have for today. I said where we at on compliance.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- Pay scales have they been restored? Carrey said no but will comply with the Board Order.

- How about the call in number was this rescinded yet. Carrey said no you already have this rescinded? Carrey said its not a compliance issue we will await for the Region to inform us of this.
- I asked for dates and Carrey started with his usual reply and then left to check out and get his calendar at 2pm came back at 2:20pm.
- Gave me schedules of 12-27 and copies of checks paid to employees of back pay. Skill Points checks are still needed to be provided.
- I said we need dates to bargain. Carrey said whats your next open date. I said tomorror infact. Carrey said not aviiable. Then the same bullshit coonntiued.
- Thursday February 3rd is next meeting.

October 18th 2011

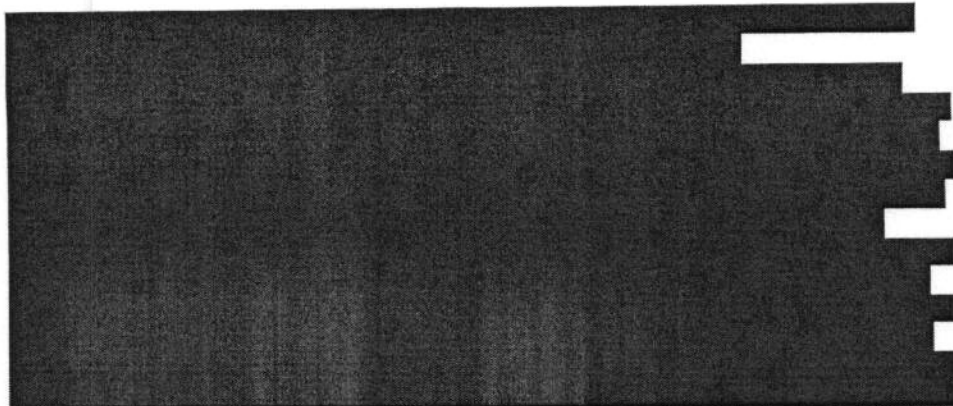
Union: Bankard, Quarles

Company: Carrey, Kendrick

Housekeeping:

1. Asbestos
2. Holiday Proposal last month
3. Teamsters Agreement
4. Noise and Dust the samples are old
5. Tools pictures covered up.

MAKE SURE YOU GIVE NOTICE NOT IN COMPLIANCE WITH BOARD ORDER OF 2008



• Settlement of 2008 and again everything that was change I want restored as it was going back to Oct 2005. Carrey said the order is Jan 06 I said Jan or Oct restore everything. C got up and they walkded out. I ssaid I am not sitting here like last time and waiting.

- 9:25 left the room. 20min left the building at 9:50am

Exhibit

3

International Union of Operating Engineers

LOCALS 542, 542-RA, 542-C, 542-D

ROBERT HEENAN
Business Manager

CHARLES PRISCOPO, Asst Bus. Mgr
JAMES REILLEY, President
MIKE MAZZA, Vice President

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March 20th 2009

Via Facsimile 724-349-0929

Jeff Carrey
Hanson Aggregates
1544 Oakland Ave.
Indiana PA 15701

Re: Hanson Aggregates, 353 NLRB No.28 (2008)

Dear Jeff:

As per my letter addressed to your outside Counsel dated October 8th 2008 which was forwarded to you, I once again demand that you follow the NLRB's decision and restore conditions as they existed on October 2005. These conditions are the following but may not be fully inclusive as information is being obtained as of recent of changes made without notice to the Union before bargaining:


1. Restore Health Care coverage as in Health, Dental, Eye and Prescription per all plans as in place of 2005.
 - a. Reimburse any premium increases to employees that made weekly contributions from weekly pay or co-pay per any type of visits as per No. 1.
2. Rescind all job promotions made during the above referenced time period and bargain over any promotions or job advancements.
3. Rescind and remove from personal records any discipline administered during the period October 2005 to present. Reimburse all employees who were financially harmed for any type of discipline and make whole any loss of benefits and bargain over any discipline which you implemented.
4. Reimburse all employees any lost income that may have resulted in the change of the skill points policy and bargain promotion(s) accordingly to the skill points policy.
5. Restore all work schedules as they existed on October of 2005. Reimburse all employees any pay who suffered reduction of work hours or schedule changes and bargain with the Union before any schedules or hours are changed.

6. Restore and reimburse all employees the allotted paid 15 min coffee break which was eliminated to all of the unit except lead persons from 2006 to present and bargain before elimination of this paid break.
7. Bargain all company owned housing which came available on Company property from October 2005 and given to bargaining unit employees without bargaining with the union and reimburse all payments made above company housing cost to bargaining unit members who were eligible for this housing option.
8. Replace recording time area as was in place in October 2005 and compensate time for relocation of time recording and bargain with the union before removal or placement of time recording devices.
9. Restore break/lunch area(s) as of October 2005 and bargain with the Union before any areas are eliminated or changed.
10. Restore conditions of Equipment allocated to bargaining unit members as of October 2005 and bargain on any 'New' Heavy Equipment assigned to unit members before allocating 'New' Equipment.
11. Restore all policies as of October 2005 and reimburse any loss occurred by our unit of any changes made which affected them.

Please provide this information within 10 days of the date of this request.

If you have any questions please feel free to call me at 267-784-7744.

Thanks,



Frank Bankard
Local 542

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Via or Email

November 15th 2011

Jeff Carrey
Hanson Aggregates
Hampton Inn Conference Room
Newtown Pa.

Dear Jeff:

I have mentioned many times in the past to bargain over all issues of employment, monetary or otherwise, that said, the Annual Safety Bonuses/award which are due out in December, the Union notifies that we demand to bargain over these bonuses/awards before being distributed so we can get the best deal possible for our members.

In order for us to bargain over the Safety Bonuses we need the following information.

1. Copy of all contracts or Policies which Hanson/Heidelberg or affiliates cite any types of Safety Bonuses Plans.
2. Any factors, aspects or features which may curtail payment of Safety bonuses to our unit individually, group or companywide as in number 1.

Please provide this information within 5 days of the date of this letter along with dates to bargain this matter.

On another account, the union has demanded you to restore all conditions to October 2005 and then bargain a collective bargaining agreement. I've have found in your latest fax received today arriving at the Hall, pay-rates and job titles are not what they were in 2005. You have had over now three years to comply with the Union demand to restore all conditions why has this not been done?

Regards,

Frank Bankard
Local 542

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